

**EXECUTIVE COMPENSATION AMENDMENTS**

2006 THIRD SPECIAL SESSION

STATE OF UTAH

**Chief Sponsor: Peter C. Knudson**

House Sponsor: Jeff Alexander

---

---

**LONG TITLE**

**General Description:**

This bill increases the salaries for state constitutional officers and the salary ranges for other state officers.

**Highlighted Provisions:**

This bill:

- increases salaries for the governor, lieutenant governor, attorney general, state auditor, and state treasurer; and
- increases the salary ranges for executive branch department heads and certain other state officers.

**Monies Appropriated in this Bill:**

None

**Other Special Clauses:**

If approved by two-thirds of all the members elected to each house, this bill takes effect on July 1, 2006.

**Utah Code Sections Affected:**

AMENDS:

**67-22-1**, as last amended by Chapter 283, Laws of Utah 2006

**67-22-2**, as last amended by Chapters 123, 128, 139 and 338, Laws of Utah 2006

---

---

*Be it enacted by the Legislature of the state of Utah:*



Section 1. Section **67-22-1** is amended to read:

**67-22-1. Compensation -- Constitutional offices.**

(1) The Legislature fixes salaries for the constitutional offices as follows:

(a) governor: ~~[\$104,100]~~ \$107,700;

(b) lieutenant governor: 95% of the governor's salary  
beginning July 1, 2006;

(c) attorney general: 95% of the governor's salary;

(d) state auditor: ~~[\$83,500]~~ \$86,400; and

(e) state treasurer: ~~[\$81,000]~~ \$83,800.

(2) The Legislature fixes benefits for the constitutional offices as follows:

(a) Governor:

(i) a vehicle for official and personal use;

(ii) housing;

(iii) household and security staff;

(iv) household expenses;

(v) retirement benefits as provided in Title 49;

(vi) health insurance;

(vii) dental insurance;

(viii) basic life insurance;

(ix) workers' compensation;

(x) required employer contribution to Social Security;

(xi) long-term disability income insurance; and

(xii) the same additional state paid life insurance available to other noncareer service employees.

(b) Lieutenant governor, attorney general, state auditor, and state treasurer:

(i) a vehicle for official and personal use;

(ii) the option of participating in a state retirement system established by Title 49, Chapter 12, Public Employees' Contributory Retirement Act, or Chapter 13, Public Employees' Noncontributory Retirement Act, or in a deferred compensation plan administered by the State Retirement Office, in accordance with the Internal Revenue Code and its accompanying rules and regulations;

(iii) health insurance;  
 (iv) dental insurance;  
 (v) basic life insurance;  
 (vi) workers' compensation;  
 (vii) required employer contribution to Social Security;  
 (viii) long-term disability income insurance; and  
 (ix) the same additional state paid life insurance available to other noncareer service employees.

(c) Each constitutional office shall pay the cost of the additional state-paid life insurance for its constitutional officer from its existing budget.

Section 2. Section **67-22-2** is amended to read:

**67-22-2. Compensation -- Other state officers.**

(1) (a) The governor shall establish salaries for the following state officers within the following salary ranges fixed by the Legislature:

State Officer	Salary Range
Commissioner of Agriculture and Food	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Commissioner of Insurance	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Commissioner of the Labor Commission	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Director, Alcoholic Beverage Control	
Commission	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Members, Board of Pardons and Parole	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Executive Director, Department	
of Commerce	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Executive Director, Commission on	
Criminal and Juvenile Justice	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Adjutant General	<del>[\$66,800 - \$90,600]</del> <u>\$69,100 - \$93,800</u>
Chair, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>
Commissioners, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>
Executive Director, Department of	
Community and Culture	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>
Executive Director, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>

90	Chair, Public Service Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>
91	Commissioners, Public Service	
92	Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,900 - \$101,000</u>
93	Executive Director, Department	
94	of Corrections	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
95	Commissioner, Department of Public Safety	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
96	Executive Director, Department of	
97	Natural Resources	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
98	Director, Governor's Office of Planning	
99	and Budget	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
100	Executive Director, Department of	
101	Administrative Services	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
102	Executive Director, Department of	
103	Human Resource Management	<del>[\$78,000 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
104	Executive Director, Department of	
105	Environmental Quality	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
106	Director, Governor's Office	
107	of Economic Development	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
108	Executive Director, Utah Science	
109	Technology and Research	
110	Governing Authority	<del>[\$78,700 - \$106,200]</del> <u>\$81,500 - \$109,900</u>
111	Executive Director, Department of	
112	Workforce Services	<del>[\$85,700 - \$115,700]</del> <u>\$88,700 - \$119,700</u>
113	Executive Director, Department of	
114	Health, Nonphysician	<del>[\$85,700 - \$115,700]</del> <u>\$88,700 - \$119,700</u>
115	Executive Director, Department	
116	of Human Services	<del>[\$85,700 - \$115,700]</del> <u>\$88,700 - \$119,700</u>
117	Executive Director, Department	
118	of Transportation	<del>[\$85,700 - \$115,700]</del> <u>\$88,700 - \$119,700</u>
119	Executive Director, Department	
120	of Information Technology	

121 Services [85,700 - 115,700] 88,700 - 119,700

122 (b) If the executive director of the Department of Health is a physician, the governor  
123 shall establish a salary within the highest physician salary range established by the Department  
124 of Human Resource Management.

125 (c) The governor shall establish the salary for the commissioner of the Department of  
126 Financial Institutions to be no less than 110% and no more than 120% of the highest salary  
127 paid to any other employee of the Department of Financial Institutions.

128 (2) (a) The Legislature fixes benefits for the state officers outlined in Subsection (1) as  
129 follows:

130 (i) the option of participating in a state retirement system established by Title 49, Utah  
131 State Retirement and Insurance Benefit Act, or in a deferred compensation plan administered  
132 by the State Retirement Office in accordance with the Internal Revenue Code and its  
133 accompanying rules and regulations;

134 (ii) health insurance;

135 (iii) dental insurance;

136 (iv) basic life insurance;

137 (v) unemployment compensation;

138 (vi) workers' compensation;

139 (vii) required employer contribution to Social Security;

140 (viii) long-term disability income insurance;

141 (ix) the same additional state-paid life insurance available to other noncareer service  
142 employees;

143 (x) the same severance pay available to other noncareer service employees;

144 (xi) the same leave, holidays, and allowances granted to Schedule B state employees as  
145 follows:

146 (A) sick leave;

147 (B) converted sick leave if accrued prior to January 1, 2014;

148 (C) educational allowances;

149 (D) holidays; and

150 (E) annual leave except that annual leave shall be accrued at the maximum rate  
151 provided to Schedule B state employees;

(xii) the option to convert accumulated sick leave to cash or insurance benefits as provided by law or rule upon resignation or retirement according to the same criteria and procedures applied to Schedule B state employees;

(xiii) the option to purchase additional life insurance at group insurance rates according to the same criteria and procedures applied to Schedule B state employees; and

(xiv) professional memberships if being a member of the professional organization is a requirement of the position.

(b) Each department shall pay the cost of additional state-paid life insurance for its executive director from its existing budget.

(3) The Legislature fixes the following additional benefits:

(a) for the executive director of the State Tax Commission a vehicle for official and personal use;

(b) for the executive director of the Department of Transportation a vehicle for official and personal use;

(c) for the executive director of the Department of Natural Resources a vehicle for commute and official use;

(d) for the Commissioner of Public Safety:

(i) an accidental death insurance policy if POST certified; and

(ii) a public safety vehicle for official and personal use;

(e) for the executive director of the Department of Corrections:

(i) an accidental death insurance policy if POST certified; and

(ii) a public safety vehicle for official and personal use;

(f) for the Adjutant General a vehicle for official and personal use; and

(g) for each member of the Board of Pardons and Parole a vehicle for commute and official use.

(4) (a) The governor has the discretion to establish a specific salary for each office listed in Subsection (1), and, within that discretion, may provide salary increases within the range fixed by the Legislature.

(b) The governor shall apply the same overtime regulations applicable to other FLSA exempt positions.

(c) The governor may develop standards and criteria for reviewing the performance of

183 the state officers listed in Subsection (1).

184 (5) Salaries for other Schedule A employees, as defined in Section 67-19-15, which are  
185 not provided for in this chapter, or in Title 67, Chapter 8, Utah Executive and Judicial Salary  
186 Act, shall be established as provided in Section 67-19-15.

187 Section 3. **Effective date.**

188 If approved by two-thirds of all the members elected to each house, this bill takes effect  
189 on July 1, 2006.

---

---

**Legislative Review Note**

**as of 5-19-06 11:37 AM**

Based on a limited legal review, this legislation has not been determined to have a high probability of being held unconstitutional.

**Office of Legislative Research and General Counsel**

---

---

**Fiscal Note**  
**Bill Number SB3005**

**Executive Compensation Amendments**

*23-May-06*

*12:31 PM*

---

---

**State Impact**

Passage of this bill will increase the state constitutional officers and other state officers compensation by 3.5 percent. Funding and other provisions for this adjustment have been included in the compensation package for FY 2007.

---

**Individual and Business Impact**

No fiscal impact.

---

**Office of the Legislative Fiscal Analyst**